

Table 1. Number and percent distribution of all nursing home certified nursing assistants and those currently working in nursing homes, by selected nursing assistant characteristics: United States, 2004–2005

Nursing assistant characteristic	Nursing home nursing assistants			
	Employed during NNHS ¹		Employed during NNAS ²	
	Number	Percent distribution	Number	Percent distribution
Total	702,500	100.0	680,800	100.0
Age				
Under 25 years	120,400	17.1	115,100	16.9
25–34 years	169,100	24.1	160,500	23.6
35–44 years	171,900	24.5	167,200	24.6
45–54 years	154,700	22.0	153,200	22.5
55 years and over	86,400	12.3	84,900	12.5
Sex				
Female	646,100	92.0	628,500	92.3
Male	56,300	8.0	52,400	7.7
Race				
White	375,400	53.4	362,700	53.3
Black	271,600	38.7	264,100	38.8
Other ³	55,500	7.9	54,000	7.9
Hispanic or Latino origin				
Hispanic or Latino	65,200	9.3	64,200	9.4
Not Hispanic or Latino	631,200	89.8	610,500	89.7
Education				
No high school diploma or GED certificate ⁴	87,000	12.4	84,000	12.3
GED certificate ⁴	127,900	18.2	122,800	18.0
High school diploma	307,800	43.8	299,100	43.9
1–3 years college or trade school ⁵	136,100	19.4	132,600	19.5
College or postgraduate ⁵	32,900	4.7	31,600	4.6
Unknown	*10,800	*1.5	*10,800	*1.6
Marital status				
Married ⁶	356,200	50.7	346,900	50.9
Widowed, divorced, or separated	155,600	22.2	151,000	22.2
Never married	185,500	26.4	177,800	26.1
Family income				
Less than \$20,000	257,300	36.6	245,300	36.0
\$20,000 to less than \$30,000	188,000	26.8	183,700	27.0
\$30,000 to less than \$40,000	95,700	13.6	93,000	13.7
\$40,000 to less than \$50,000	65,600	9.3	65,100	9.6
\$50,000 or more	67,700	9.6	66,700	9.8
Unknown	28,100	4.0	27,000	4.0

* Figure does not meet standards of reliability or precision because the sample size is less than 30. Estimates accompanied by an asterisk (*) indicate that the sample size is between 30 and 59, or the sample size is greater than 59 but has a relative standard error of 30 percent or more.

¹Estimates certified nursing assistants employed by nursing homes at the time of the 2004 National Nursing Home Survey (NNHS). Estimates are weighted to be representative of all certified nursing assistants working in U.S. nursing homes in 2004.

²Estimates only those certified nursing assistants still employed by the same nursing home at the time of the 2004–2005 National Nursing Assistant Survey (NNAS). Estimates exclude nursing assistants who terminated employment between the time of the 2004 NNHS and the 2004–2005 NNAS.

³Other race includes Asian, Native Hawaiian or Other Pacific Islander, American Indian or Alaska Native, and multiple races. Only a small number of records had multiple races.

⁴A Certificate of General Educational Development (GED) or similarly titled credential given to persons who passed tests deemed equivalent to high school-level academic skills.

⁵Excludes nursing assistants who were awarded a GED.

⁶Includes nursing assistants who were living with a partner.

NOTES: Numbers may not add to totals because of rounding. Percentages are based on the unrounded numbers.

Table 2. Number and percent distribution of all nursing home certified nursing assistants by total time worked as a nursing assistant: United States, 2004–2005

Total time worked as a nursing assistant	Nursing home nursing assistants ¹	
	Number	Percent distribution
Total ²	702,500	100.0
Fewer than 6 months.	43,100	6.1
6 months–less than 1 year	36,900	5.3
1 year–fewer than 2 years	58,700	8.4
2–5 years	183,700	26.2
6–10 years	135,100	19.2
11–20 years	156,700	22.3
More than 20 years.	86,900	12.4

¹Estimates certified nursing assistants employed by nursing homes at the time of the 2004 National Nursing Home Survey. Estimates are weighted to be representative of all certified nursing assistants working in U.S. nursing homes in 2004.

²Includes unknowns.

NOTES: Numbers may not add to totals because of rounding. Percentages are based on the unrounded numbers.

Table 3. Number and percentage of certified nursing assistants currently working in nursing homes, according to age, sex, and race, by all reasons for becoming a nursing assistant: United States, 2004–2005

Reasons for becoming a nursing assistant	Nursing assistants working in nursing homes ¹	Age					Sex		Race		
		Under 25 years	25–34 years	35–44 years	45–54 years	55 years or more	Female	Male	White	Black	Other ²
Number											
Total ^{3,4}	680,800	115,100	160,500	167,200	153,200	84,900	628,500	52,400	362,700	264,100	54,000
Like helping other people	664,300	113,200	155,700	162,200	151,000	82,400	614,800	49,600	353,100	257,500	53,800
Wanted to work in health care	604,900	105,100	145,100	145,600	138,000	71,100	557,500	47,400	313,100	241,100	50,700
Job security	473,800	83,700	112,200	109,400	109,900	58,700	433,300	40,500	265,800	169,800	38,200
Jobs readily available	405,600	72,900	92,500	88,700	97,700	53,900	371,600	34,000	234,700	134,500	36,400
Work hours fit schedule	402,400	64,600	91,400	91,900	103,300	51,300	372,600	29,800	219,200	143,400	39,800
Job close to home	350,500	59,800	81,000	72,100	85,800	51,800	324,700	25,800	219,600	100,900	30,000
Family or friend is one	199,200	38,700	51,900	48,800	41,700	18,000	179,800	19,400	105,500	70,700	23,000
Some other reason	226,800	24,500	44,500	65,300	58,300	34,200	212,000	*14,800	124,600	85,400	16,700
Percent											
Total	...	...	...	...	...	...	...	...	...	...	...
Like helping other people	97.6	98.4	97.0	97.0	98.5	97.0	97.8	94.7	97.4	97.5	99.5
Wanted to work in health care	88.8	91.3	90.4	87.1	90.1	83.7	88.7	90.5	86.3	91.3	93.8
Job security	69.6	72.7	69.9	65.4	71.7	69.1	68.9	77.3	73.3	64.3	70.6
Jobs readily available	59.6	63.4	57.6	53.1	63.8	63.4	59.1	65.0	64.7	50.9	67.4
Work hours fit schedule	59.1	56.1	57.0	55.0	67.4	60.4	59.3	57.0	60.4	54.3	73.7
Job close to home	51.5	52.0	50.5	43.1	56.0	61.0	51.7	49.3	60.6	38.2	55.4
Family or friend is one	29.3	33.7	32.4	29.2	27.2	21.2	28.6	37.1	29.1	26.8	42.5
Some other reason	33.3	21.3	27.7	39.0	38.1	40.3	33.7	*28.2	34.4	32.3	31.0

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... Category not applicable.

¹Estimates exclude nursing assistants who terminated employment between the time of the 2004 National Nursing Home Survey and the 2004–2005 National Nursing Assistant Survey (NNAS). Estimates only those certified nursing assistants still employed by the same nursing home at the time of the 2004–2005 NNAS.

²Other race includes Asian, Native Hawaiian or Other Pacific Islander, American Indian or Alaska Native, and multiple races. Only a small number of records had multiple races.

³Numbers will not add to totals because a nursing assistant may be included in more than one category.

⁴Includes unknown reason.

NOTES: Percentages are based on the unrounded numbers.

Table 4. Number and percent distribution of certified nursing assistants currently working in nursing homes, by main reason for becoming a nursing assistant: United States, 2004–2005

Main reason for becoming a nursing assistant	Nursing assistants working in nursing homes ¹	
	Number	Percent distribution
Total ²	680,800	100.0
Like helping other people	421,300	61.9
Wanted to work in health care	55,600	8.2
Job security	29,300	4.3
Jobs readily available	24,700	3.6
Family or friend is one	*13,300	*2.0
Job close to home	*8,900	*1.3
Some other reason ³	126,000	18.5

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¹Estimates exclude nursing assistants who terminated employment between the time of the 2004 National Nursing Home Survey and the 2004–2005 National Nursing Assistant Survey (NNAS). Estimates only those certified nursing assistants still employed by the same nursing home at the time of the 2004–2005 NNAS.

²Includes unknowns.

³Includes “work hours fit schedule” and “some other reason.”

NOTES: Numbers may not add to totals because of rounding. Percentages are based on unrounded numbers.

Table 5. Number and percentage of certified nursing assistants currently working in nursing homes, according to age, sex, and race, by all reasons for staying in current job: United States, 2004–2005

Reasons for staying in current job	Nursing assistants working in nursing homes ¹	Age					Sex		Race		
		Under 25 years	25–34 years	35–44 years	45–54 years	55 years or more	Female	Male	White	Black	Other ²
Number											
Total ^{3,4}	680,800	115,100	160,500	167,200	153,200	84,900	628,500	52,400	362,700	264,100	54,000
Caring for others	672,100	113,500	157,500	164,700	151,900	84,500	621,400	50,700	358,400	260,000	53,700
Kind of work feels good	660,400	111,700	153,900	162,800	147,900	84,100	610,600	49,800	356,300	251,500	52,600
Work location	461,100	75,900	106,800	102,900	112,300	63,200	426,600	34,600	259,100	160,000	42,000
Good salary or pay	336,900	63,000	70,700	81,300	73,900	48,000	310,800	26,200	198,800	111,100	27,100
Flexible schedule	467,400	80,300	107,400	115,300	105,300	59,200	429,600	37,800	245,200	180,400	41,800
Benefits	241,400	28,900	41,500	58,300	68,600	44,200	218,400	23,000	137,500	78,800	25,100
Career advancement	345,300	68,900	87,300	82,100	73,300	33,700	319,800	25,500	166,300	143,800	35,200
Coworkers	519,100	83,400	114,900	132,300	121,900	66,600	478,400	40,600	288,300	184,400	46,400
Supervisor	414,400	58,900	90,300	107,000	98,900	59,300	381,600	32,800	223,300	149,500	41,600
Overtime available	338,600	66,400	73,100	76,600	84,800	37,800	313,000	25,500	191,300	118,200	29,100
Some other reason	158,100	17,200	33,300	43,300	42,300	21,900	143,500	14,600	83,800	60,400	*13,900
Percent											
Total	...	...	...	...	...	...	...	...	...	...	...
Caring for others	98.7	98.7	98.1	98.5	99.2	99.5	98.9	96.8	98.8	98.4	99.4
Kind of work feels good	97.0	97.0	95.9	97.4	96.6	99.0	97.2	95.1	98.2	95.2	97.3
Work location	67.7	66.0	66.6	61.5	73.3	74.5	67.9	66.0	71.5	60.6	77.8
Good salary or pay	49.5	54.7	44.1	48.6	48.3	56.5	49.4	50.0	54.8	42.1	50.1
Flexible schedule	68.7	69.8	66.9	68.9	68.7	69.7	68.4	72.3	67.6	68.3	77.4
Benefits	35.4	25.1	25.8	34.8	44.8	52.0	34.7	43.9	37.9	29.9	46.4
Career advancement	50.7	59.9	54.4	49.1	47.8	39.7	50.9	48.6	45.9	54.5	65.1
Coworkers	76.2	72.5	71.6	79.1	79.5	78.5	76.1	77.6	79.5	69.8	85.8
Supervisor	60.9	51.2	56.3	64.0	64.5	69.8	60.7	62.7	61.6	56.6	76.9
Overtime available	49.7	57.7	45.5	45.8	55.3	44.5	49.8	48.7	52.7	44.8	53.8
Some other reason	23.2	15.0	20.8	25.9	27.6	25.8	22.8	27.8	23.1	22.9	*25.6

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... Category not applicable.

¹Estimates exclude nursing assistants who terminated employment between the time of the 2004 National Nursing Home Survey and the 2004–2005 National Nursing Assistant Survey (NNAS). Estimates only those certified nursing assistants still employed by the same nursing home at the time of the 2004–2005 NNAS.

²Other race includes Asian, Native Hawaiian or Other Pacific Islander, American Indian or Alaska Native, and multiple races. Only a small number of records had multiple races.

³Numbers will not add to totals because a nursing assistant may be included in more than one category.

⁴Includes unknown reason.

NOTE: Percentages are based on unrounded numbers.

Table 6. Number and percent distribution of certified nursing assistants currently working in nursing homes, by main reason for staying in current job: United States, 2004–2005

Main reason stays in current job	Nursing assistants working in nursing homes ¹	
	Number	Percent distribution
Total ²	680,800	100.0
Caring for others	334,300	49.1
Kind of work feels good	58,700	8.6
Work location	46,600	6.8
Good salary or pay	24,200	3.6
Flexible schedule	27,400	4.0
Benefits	27,400	4.0
Coworkers	18,000	2.6
Career advancement	15,200	2.2
Some other reason ³	125,500	18.4

¹Estimates exclude nursing assistants who terminated employment between the time of the 2004 National Nursing Home Survey and the 2004–2005 National Nursing Assistant Survey (NNAS). Estimates only those certified nursing assistants still employed by the same nursing home at the time of the 2004–2005 NNAS.

²Includes unknowns.

³Includes “supervisor,” “opportunity for overtime,” and all other reasons. None of the specified reasons listed were reported frequently enough to meet standards of reliability and precision and therefore are not reported individually.

NOTES: Numbers may not add to totals because of rounding. Percentages are based on the unrounded numbers.

Table 7. Number and percent distribution of certified nursing assistants currently working in nursing homes, by likelihood of becoming a nursing assistant again, according to selected nursing assistant characteristics: United States, 2004–2005

Nursing assistant characteristic	Nursing assistants working in nursing homes ^{1,2}	Likelihood of becoming a nursing assistant again						
		Definitely become one	Probably become one	Probably or definitely not become one	Total ²	Definitely become one	Probably become one	Probably or definitely not become one
		Number			Percent distribution			
Total	680,800	418,400	186,900	71,100	100.0	61.5	27.4	10.4
Age								
Under 25 years	115,100	72,100	32,700	*10,300	100.0	62.7	28.4	*8.9
25–34 years	160,500	95,600	45,200	19,000	100.0	59.6	28.2	11.8
35–44 years	167,200	101,800	47,400	16,600	100.0	60.9	28.4	9.9
45–54 years	153,200	89,900	44,000	19,100	100.0	58.7	28.7	12.4
55 years and over	84,900	59,100	17,500	*	100.0	69.7	20.6	*
Sex								
Female	628,500	388,500	169,400	66,200	100.0	61.8	27.0	10.5
Male	52,400	29,900	17,400	*	100.0	57.1	33.3	*
Race								
White	362,700	226,300	102,300	31,200	100.0	62.4	28.2	8.6
Black	264,100	155,700	71,500	35,300	100.0	59.0	27.1	13.4
Other ³	54,000	36,400	*13,000	*	100.0	67.4	*24.1	*
Hispanic or Latino origin								
Hispanic or Latino	64,200	48,900	12,000	*	100.0	76.2	18.7	*
Not Hispanic or Latino	610,500	365,700	173,300	67,400	100.0	59.9	28.4	11.0
Education								
No high school diploma or GED certificate ⁴	84,000	60,300	17,200	*	100.0	71.8	20.4	*
GED certificate ⁴	122,800	77,200	31,500	*12,900	100.0	62.9	25.7	*10.5
High school diploma	299,100	180,900	89,600	26,400	100.0	60.5	30.0	8.8
1–3 years college or trade school ⁵	132,600	73,800	36,900	21,500	100.0	55.6	27.9	16.2
College or postgraduate ⁵	31,600	18,600	*9,300	*	100.0	58.8	*29.5	*
Marital status								
Married ⁶	346,900	216,400	95,500	32,700	100.0	62.4	27.5	9.4
Widowed, divorced, or separated	151,000	93,200	38,200	18,700	100.0	61.7	25.3	12.4
Never married	177,800	106,400	51,500	18,700	100.0	59.9	29.0	10.5
Family income								
Less than \$20,000	245,300	153,700	63,400	27,600	100.0	62.7	25.9	11.3
\$20,000 to less than \$30,000	183,700	116,000	50,100	15,300	100.0	63.1	27.2	8.3
\$30,000 to less than \$40,000	93,000	55,100	26,800	*10,700	100.0	59.3	28.9	*11.6
\$40,000 to less than \$50,000	65,100	40,000	19,000	*	100.0	61.4	29.1	*
\$50,000 or more	66,700	38,600	20,100	*	100.0	57.8	30.2	*

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¹Estimates exclude nursing assistants who terminated employment between the time of the 2004 National Nursing Home Survey and the 2004–2005 National Nursing Assistant Survey (NNAS). Estimates only those certified nursing assistants still employed by the same nursing home at the time of the 2004–2005 NNAS.

²Includes unknowns.

³Other race includes Asian, Native Hawaiian or Other Pacific Islander, American Indian or Alaska Native, and multiple races. Only a small number of records had multiple races.

⁴A Certificate of General Educational Development (GED) or similarly titled credential given to persons who passed tests deemed equivalent to high school-level academic skills.

⁵Excludes nursing assistants who were awarded a GED.

⁶Includes nursing assistants who were living with a partner.

NOTES: Numbers may not add to totals because of rounding. Percentages are based on the unrounded numbers.

Table 8. Number and percent distribution of certified nursing assistants currently working in nursing homes, by likelihood of becoming a nursing assistant again, according to total length of time worked as a nursing assistant: United States, 2004–2005

Total time worked as a nursing assistant	Nursing assistants working in nursing homes ¹	Likelihood of becoming a nursing assistant again		
		Definitely become one	Probably become one	Probably or definitely not become one
		Number		
Total ²	680,800	418,400	186,900	71,100
5 years or fewer	308,900	194,000	84,200	30,000
More than 5 years	370,500	224,200	102,700	41,000
		Percent distribution		
Total ²	100.0	61.5	27.4	10.4
5 years or fewer	100.0	62.8	27.3	9.7
More than 5 years	100.0	60.5	27.7	11.1

¹Estimates exclude nursing assistants who terminated employment between the time of the 2004 National Nursing Home Survey and the 2004–2005 National Nursing Assistant Survey (NNAS). Estimates only those certified nursing assistants still employed by the same nursing home at the time of the 2004–2005 NNAS.

²Includes unknowns.

NOTES: Numbers may not add to totals because of rounding. Percentages are based on the unrounded numbers.

Table 9. Number and percent distribution of certified nursing assistants currently working in nursing homes, by likelihood they would recommend a family member or friend become a nursing assistant, according to selected nursing assistant characteristics: United States, 2004–2005

Nursing assistant characteristic	Nursing assistants working in nursing homes ^{2,3}	Total ³	Recommend becoming a nursing assistant ¹		
			Definitely recommend	Probably recommend	Probably or definitely not recommend
			Percent distribution		
	Number				
Total	680,800	100.0	53.6	35.1	10.2
Age					
Under 25 years	115,100	100.0	50.3	41.9	*7.6
25–34 years	160,500	100.0	52.6	35.2	11.4
35–44 years	167,200	100.0	54.8	34.1	10.3
45–54 years	153,200	100.0	54.3	33.7	10.4
55 years and over	84,900	100.0	56.3	29.8	*10.6
Sex					
Female	628,500	100.0	53.4	35.0	10.3
Male	52,400	100.0	55.4	36.0	*
Race					
White	362,700	100.0	51.1	37.4	10.0
Black	264,100	100.0	56.9	31.4	11.0
Other ⁴	54,000	100.0	54.2	37.3	*
Hispanic or Latino origin					
Hispanic or Latino	64,200	100.0	64.4	25.3	*
Not Hispanic or Latino	610,500	100.0	52.6	36.2	10.3
Education					
No high school diploma or GED certificate ⁵	84,000	100.0	61.8	31.7	*
GED certificate ⁵	122,800	100.0	50.2	38.4	*9.7
High school diploma	299,100	100.0	54.5	34.5	10.4
1–3 years college or trade school ⁶	132,600	100.0	48.3	36.3	14.3
College or postgraduate ⁶	31,600	100.0	*54.1	*38.2	*
Marital status					
Married ⁷	346,900	100.0	54.4	35.6	9.1
Widowed, divorced, or separated	151,000	100.0	54.4	32.1	12.2
Never married	177,800	100.0	51.7	37.2	10.6
Family income					
Less than \$20,000	245,300	100.0	56.1	34.2	8.9
\$20,000 to less than \$30,000	183,700	100.0	57.1	32.7	9.1
\$30,000 to less than \$40,000	93,000	100.0	54.4	33.0	*12.1
\$40,000 to less than \$50,000	65,100	100.0	47.4	40.4	*
\$50,000 or more	66,700	100.0	40.6	44.3	*13.6

* Figure does not meet standards of reliability or precision because the sample size is less than 30. Estimates accompanied by an asterisk (*) indicate that the sample size is between 30 and 59, or the sample size is greater than 59 but has a relative standard error of 30 percent or more.

¹Recommendation is determined by responses to the following question, "If a friend or family member asked your advice, in general, about becoming a nursing assistant, would you definitely recommend it, probably recommend it, probably not recommend it, or would you definitely not recommend it?"

²Estimates exclude nursing assistants who terminated employment between the time of the 2004 National Nursing Home Survey and the 2004–2005 National Nursing Assistant Survey (NNAS). Estimates only those certified nursing assistants still employed by the same nursing home at the time of the 2004–2005 NNAS.

³Includes unknowns.

⁴Other race includes Asian, Native Hawaiian or Other Pacific Islander, American Indian or Alaska Native, and multiple races. Only a small number of records had multiple races.

⁵A Certificate of General Educational Development (GED) or similarly titled credential given to persons who passed tests deemed equivalent to high school-level academic skills.

⁶Excludes nursing assistants who were awarded a GED.

⁷Includes nursing assistants who were living with a partner.

NOTES: Numbers may not add to totals because of rounding. Percentages are based on the unrounded numbers.

Table 10. Number and percent distribution of nursing assistants currently working in nursing homes, by likelihood they would recommend a family member or friend become a nursing assistant, according to total length of time worked as a nursing assistant: United States, 2004–2005

Total time worked as a nursing assistant	Nursing assistants working in nursing homes ²	Recommend becoming a nursing assistant ¹		
		Definitely recommend	Probably recommend	Probably or definitely not recommend
		Number		
Total ³	680,800	364,900	238,800	69,300
5 years or fewer	308,900	165,300	114,300	27,500
More than 5 years	370,500	198,500	124,200	41,700
		Percent distribution		
Total ³	100.0	53.6	35.1	10.2
5 years or fewer	100.0	53.5	37.0	8.9
More than 5 years	100.0	53.6	33.5	11.2

¹Recommendation is determined by responses to the following question: "If a friend or family member asked your advice, in general, about becoming a nursing assistant, would you definitely recommend it, probably recommend it, probably not recommend it, or would you definitely not recommend it?"

²Estimates exclude nursing assistants who terminated employment between the time of the 2004 National Nursing Home Survey and the 2004–2005 National Nursing Assistant Survey (NNAS). Estimates only those certified nursing assistants still employed by the same nursing home at the time of the 2004–2005 NNAS.

³Includes unknowns.

NOTES: Numbers may not add to totals because of rounding. Percentages are based on the unrounded numbers.

Table 11. Number and percentage of certified nursing assistants currently working in nursing homes who may leave facility in the next year, by selected nursing assistant characteristics: United States, 2004–2005

Nursing assistant characteristic	Nursing assistants working in nursing homes ¹		Nursing assistants who may leave facility ²
	Number	Percent	Percent
Total	680,800		44.7
Age			
Under 25 years	115,100		59.9
25–34 years	160,500		52.3
35–44 years	167,200		41.4
45–54 years	153,200		35.0
55 years and over	*84,900		*34.1
Sex			
Female	628,500		44.4
Male	52,400		49.0
Race			
White	362,700		41.4
Black	264,100		48.4
Other ³	54,000		48.9
Hispanic or Latino origin			
Hispanic or Latino	64,200		43.5
Not Hispanic or Latino	610,500		45.0
Education			
No high school diploma or GED certificate ⁴	84,000		36.5
GED certificate ⁴	122,800		44.3
High school diploma	299,100		41.9
1 year or more of college or trade school ⁵	164,200		54.5
Marital status			
Married ⁶	346,900		40.8
Widowed, divorced, or separated	151,000		44.0
Never married	177,800		53.6
Family income			
Less than \$20,000	245,300		51.2
\$20,000 to less than \$30,000	183,700		42.7
\$30,000 to less than \$40,000	93,000		43.4
\$40,000 to less than \$50,000	65,100		36.4
\$50,000 or more	66,700		38.3

* Figure does not meet standards of reliability or precision because the sample size is less than 30. Estimates accompanied by an asterisk (*) indicate that the sample size is between 30 and 59, or the sample size is greater than 59 but has a relative standard error of 30 percent or more.

¹Estimates exclude nursing assistants who terminated employment between the time of the 2004 National Nursing Home Survey and the 2004–2005 National Nursing Assistant Survey (NNAS). Estimates only those certified nursing assistants still employed by the same nursing home at the time of the 2004–2005 NNAS.

²Includes nursing assistants who responded "very likely" or "somewhat likely" to the question, "How likely is it that you will leave your current job at [AGENCY] in the next year? Would you say very likely, somewhat likely, or not at all likely?"

³Other race includes Asian, Native Hawaiian or Other Pacific Islander, American Indian or Alaska Native, and multiple races. Only a small number of records had multiple races.

⁴A Certificate of General Educational Development (GED) or similarly titled credential given to persons who passed tests deemed equivalent to high school-level academic skills.

⁵Excludes nursing assistants who were awarded a GED.

⁶Includes nursing assistants who were living with a partner.

NOTES: Numbers may not add to totals because of rounding. Percentages are based on the unrounded numbers.

Table 12. Number and percentage of certified nursing assistants currently working in nursing homes who may leave facility in the next year, by major reasons given for leaving facility: United States, 2004–2005

Major reasons for leaving facility	Nursing assistants who may leave facility ^{1,2}	
	Number	Percent
Total ^{3,4}	304,400	. . .
Poor pay	113,100	37.2
Found a better or new job.	87,200	28.6
Problem with facility policies or working conditions.	47,600	15.6
Too many residents to care for.	42,900	14.1
Poor benefits.	33,500	11.0
Problem with supervisor	31,200	10.2
Moving out of area	23,900	7.8
Problem with coworkers	18,300	6.0
Other reason ⁵	167,400	55.0

. . . Category not applicable.

¹Estimates exclude nursing assistants who terminated employment between the time of the 2004 National Nursing Home Survey and the 2004–2005 National Nursing Assistant Survey (NNAS). Estimates only those certified nursing assistants still employed by the same nursing home at the time of the 2004–2005 NNAS.

²Includes nursing assistants who responded “very likely” or “somewhat likely” to the following question, “How likely is it that you will leave your current job at [AGENCY] in the next year? Would you say very likely, somewhat likely, or not at all likely?”

³Includes unknown reason.

⁴Numbers will not add to total because a nursing assistant may be included in more than one category.

⁵Includes all other reasons, including “problems with residents’ families,” “ill health,” “child care issues,” “care for elderly family member,” and “problems with dying residents.” None of these problems were reported frequently enough to meet standards for reliability and precision and thus are not reported individually.

NOTE: Percentages are based on the unrounded numbers.

Table 13. Number and percent distribution of certified nursing assistants currently working in nursing homes, by perceived assessment of amount of nursing assistant turnover at current facility and any plans for changing job: United States, 2004–2005

Job plans	Nursing assistants working in nursing homes ²	Nursing assistant turnover ¹			
		Total ³	A lot	Some	A little or none
		Number	Percent distribution		
Total ³	680,800	100.0	100.0	100.0	100.0
Looking for another job as a nursing assistant or something else					
Yes	163,900	24.1	31.1	16.5	18.0
No	487,500	71.6	64.1	80.0	78.8
Thinking about it	25,400	3.7	4.5	*3.1	*
Nursing assistant will leave job next year					
Very likely	119,500	17.6	23.5	12.2	11.3
Somewhat likely	184,900	27.2	30.5	24.7	22.6
Not likely	369,200	54.2	45.1	62.5	65.9

* Figure does not meet standards of reliability or precision because the sample size is less than 30. Estimates accompanied by an asterisk (*) indicate that the sample size is between 30 and 59, or the sample size is greater than 59 but has a relative standard error of 30 percent or more.

¹Turnover is determined by responses to the following question, "At your facility how much turnover among nursing assistants would you say there is? By turnover we mean assistants quitting or leaving and new nursing assistants starting work. Would you say there is . . . a lot, some, a little, or none?"

²Estimates exclude nursing assistants who terminated employment between the time of the 2004 National Nursing Home Survey and the 2004–2005 National Nursing Assistant Survey (NNAS). Estimates only those certified nursing assistants still employed by the same nursing home at the time of the 2004–2005 NNAS.

³Includes unknowns.

NOTES: Numbers may not add to totals because of rounding. Percentages are based on the unrounded numbers.